HR Highlights Winter 2019

Touro College Human Resources

Follow this and additional works at: https://touroscholar.touro.edu/archives_books

Part of the Business Administration, Management, and Operations Commons, Higher Education Commons, and the Human Resources Management Commons

Recommended Citation

This Book is brought to you for free and open access by Touro Scholar. It has been accepted for inclusion in Yearbooks and Newsletters by an authorized administrator of Touro Scholar. For more information, please contact touro.scholar@touro.edu.
A Message from Thomas A. Modero, Chief Human Resources Officer

January is the perfect time to reflect on both personal and professionals goals. There is always something a little more we can do to help ourselves, and to help each other.

One of the many blessings we enjoy at Touro are our colleagues. We have a wonderful spirit of collaboration and support for each other. The importance of relationships and a continual focus on relationship building are key elements of our success, and truly differentiates Touro as a value-based institution. Quite frankly, most individual and organizational success is achieved via respectful, professional relationships. We count on each other to leverage our strengths to reach and exceed the expectations of our students. Think about what you can do to improve an existing relationship, or build a new one. The effort you put into it will be returned in value tenfold for both you and Touro.

It is in that same spirit of personal and professional care that I very pleased with our new set of guidelines for Flexible Work Arrangements (FWA) for employees in administrative roles, as announced on January 4. As noted in my email, the FWA Guidelines can be found on TouroOne (under the Employee tab). The Guidelines were created with the following intent, which is included in the Overview section:

> Recognizing that there are increasing demands on employees’ time both at work and at home, and there are new and effective methods to occasionally telecommute, the Flexible Work Arrangements [FWA] Guidelines have been created as an additional tool to achieve a better work—life balance while fulfilling one’s job assignments.

Remember, FWA applies only to staff members in appropriate administrative positions and requires organizational approval. Please read and understand the FWA Guidelines to see if they can be applied to your role and your needs (not all positions can qualify due to the nature of the work). Please talk to your supervisor, and let’s keep talking to one another to make a great institution even greater every day. Happy New Year!

**TOUROFACT**
Did you know that you can check your leave balances on the TouroOne portal?

**QUESTIONS ABOUT BENEFITS?** CALL 4MYBENEFITS AT 866.217.1975 OR TOUROBENEFITS@4MYBENEFITS.COM
Take 5 with Rabbi Moshe Krupka, Executive VP, Touro College

1. How many years have you been working at Touro? I have been at Touro 13 years but it feels like I’ve been here forever and I mean that in a good way, of course.

2. What attracted you in the first place? Touro’s founder, Dr. Bernard Lander, of blessed memory, had been reaching out to me for a while about joining the Touro family. I felt he was an incredible visionary who exemplified Touro’s mission. For 26 years, I had served in various capacities, including national director, at a Jewish umbrella nonprofit and the time was ripe for me to explore something new. I appreciated the opportunity to continue building and expanding a mission that is poised to impact lives and change the world.

3. What keeps you at Touro? 3 things: The people, the people, the people. The faculty, the staff and especially, the students.

4. Is there anything new and exciting we should be looking out for at Touro? Our entrepreneurial spirit makes this a place that’s always exciting. To name a few, our new dental school and its clinic, Touro Dental Health as well as the school for imaging we just acquired and there’s more to come.

5. In your opinion, what are the ideal traits of a Touro employee? Touro employees who succeed share a few characteristics—productivity and a love of humanity. Most importantly, they support and nurture our most important constituents—our students.

The Buzz on Benefits Information You Can Use

As we settle into 2019, we want to reintroduce you to two important services: Telehealth and Health Advocate.

**Telehealth through Live Health Online.** If you’re covered under a Touro Medical insurance plan, you have the ability to have a doctor’s visit via video for minor medical issues through your computer or cell phone. You can actually have a visit with a doctor within minutes, who can assess your condition, provide you with a treatment plan and even send a prescription to a pharmacy, as needed. Your visit will be charged at the rate of an in-network Primary Care office visit according to your medical plan.

**Telehealth Live Heath Online: 1.888.548.3432** To get started, you may want to consider setting up your account using your Empire Member ID at livehealthonline.com or by downloading the LiveHealth Online app to your smartphone.

**Health Advocate is a service available to ALL Touro College employees, whether you are enrolled in a Touro-sponsored medical insurance plan or not.** If you reach out to Health Advocate, you’ll be connected to an experienced Personal Health Advocate who can:

- Resolve insurance claims and billing issues
- Understand the Benefits that Touro currently offers
- Research and identify the most advanced approaches to care
- Locate and evaluate leading physicians and medical centers for second opinions

To contact a Personal Health Advocate you can either call toll-free at 866.695.8622 between 8am—11pm EST or Register at HealthAdvocate.com/members. Type in Touro and select: Touro College and University System

Finally, please welcome Elana Marlowe to the HR team! Elana is our Benefits Administrator, and will work closely with Barbara LaRue, Benefits Manager, in support of your health and welfare and retirement plan needs.

According to Touro College’s 2018-19 Annual Report:

- Touro College received a 97% retention rate for its 2018-19 graduating class, 16 percentage points higher than the most recent national average.
- Touro College’s accreditation is among the highest in the country, with all six of its schools accredited by the highest level of the American Council on Education.
- Touro College’s School of Pharmacy is one of only 18 schools accredited by the American Council on Pharmaceutical Education.
- Touro College’s School of Osteopathic Medicine is one of only 28 schools accredited by the American Osteopathic Association.
- Touro College’s School of Dental Medicine is one of only 71 schools accredited by the American Dental Association.
- Touro College’s School of Medicine is one of only 64 schools accredited by the Liaison Committee on Medical Education.
- Touro College’s School of Optometry is one of only 27 schools accredited by the Accreditation Council on Optometric Education.
- Touro College’s School of Health Sciences is one of only 43 schools accredited by the Commission on Optometric Accreditation.
- Touro College’s School of Social Work is one of only 15 schools accredited by the Council on Social Work Education.
- Touro College’s School of Social Work is one of only 15 schools accredited by the Council on Social Work Education.